

Mentoring Millennials

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Millennials are born between the years 1977-2000

Raised during a period of time when technology was exploding

Experienced the attack on 9/11, the War on Iraq and the upswing of school violence.

Myths, Truths and Best Practices Surrounding Millennials

Myths: they are impatient, entitled, lazy, narcissistic, social or needy.

Reality: they are efficient, motivated, balanced, empowered, collaborative and engaged.

Millennials seek immediate and clear feedback, flexible schedules, customizable options, blend work with life.

Mentor-Mentee Relationships

Traditional

One mentor paired with one mentee

Infrequent but long meetings

Multi-dimensional mentoring

Sponsoring

A mentor with influence who provides opportunities for the mentee

Works with high-opportunity individuals

Coaching

Focused on a specific area

Frequent and short interactions with multiple mentees

Group Mentoring

Multiple mentees paired with multiple mentors

Provides opportunities also for reverse mentoring and peer mentoring